

To Whom It May Concern:

The total return chart is a vital means that shareholders have to gauge the appropriateness of managements' compensation and it is the only way we can rationalize any increase for them. A company's total return to shareholders provides a needed balance to rationally judge management's remuneration, and without it there is no perspective to any conversation on pay. I would argue that if management delivers for the shareholders, how can there be much to complain about? The most meaningful thing the SEC should mandate is a 'plain text' commentary measuring the changes in executive compensation with total return to those who own the stock.

I have searched and found that total return data is not readily accessible to most ordinary shareholders. The historic total return charts now included in the executive compensation section of the proxy are not available on the internet. Even if they were available on the internet, the chart should still be incorporated in the proxy for the convenience of stockholders and to make sure all the comparisons connecting executive compensation and total return are precise.

The decision by the SEC to delete the total return chart entirely from the proxy should be reconsidered. The total return chart is the only item in the proxy that shows shareholders what a company has delivered for them in the way of return on their investment. It is the one yardstick we investors have to evaluate management's relative performance versus others in the industry and the overall market. If the intention of the SEC is clarity of performance for investors then a company's total return chart is conclusively the time-tested and proven method of showing this.

Yours truly,

Richard Baggelaar